

APPENDIX

The Invention defines the hiring process as the following steps: 1) Defining the Position 2) Coordinating the Interview Teams 3) Organizing the Interview Questions 4) Evaluating Candidates and 5) Reviewing the Candidate Evaluations. Many unique features necessary for managing and coordinating Interview Teams and facilitating collaboration among the Interview Team members are incorporated in each of these five steps, through the four application modules Positions, Candidates, Interview and Reports.

Stimac does NOT describe "teams of interviewers" nor features intended to assist, manage, coordinate, etc., the team members.

Here are references to team management in the application. Features which applicants believe are unique to the invention are indicated by the word *(feature)* in italics:

[0005] "interview teams must be coordinated"

[0010] "this invention focuses on meeting the needs of the 'demand-side' — the hiring manager and their interview teams—by creating a system that facilitates a *collaborative* business process that coordinates among the various people involved in filling a need or "demand" for talent. It is the first comprehensive solution to 'demand-side' process of recruiting."

[0029] "assigning interview teams" ... which is done by the Position Owner who leads the Interview Team in screening candidates for a specific job position. *(feature)*

[0030] "Interviewers; each of which can be a member of interview teams" *(feature)*

[0033] "an active user can ... request to be on an Interview Team" *(feature)*

[0038] "Interviewer Competency Assignments, which define the specific competency areas on which each Interview Team Member will focus when evaluating candidates (e.g. one interviewer may focus on Professional Skills, while another will delve into a candidate's Organizational Fit)." ... *this is a KEY feature unique to IntelliHire. It directs which types of questions each member of the interview team should focus on, based on the competency area assigned by the Position Owner to each interview team members.*

[0044] "various steps involved in the interview preparation stage which includes building an Interview team and coordinating the team"

[0048] "IntelliHire helps a user to coordinate interviewing teams and focus interview questioning to avoid redundancy" *(feature)* That is, this feature helps to avoid the common practice that all interviewers ask the same questions as they walk through a candidate's resume in the same way. In our approach, each interviewer is assigned to focus on a specific area of competencies required for success in a position.

[0055] through this feature "Teams can be created to increase efficiency" *(feature)*

[0056] "team members can be any of the following: position owner, position contributor, or an interviewer" ... this feature defines the roles and responsibilities within an interview team and allows individual users to be assigned to these three distinct roles that comprise an interview team. *(feature)*

[0058] "Active User Administrative, Reporting and Request duties Handling User requests to be put on interview teams." This is the feature that allows the Position Owner to respond to

requests by other Users to be on a particular Interview Team which the Position Owner is leading. *(feature)*

[0064] "Fig. 13 shows the process of putting together an interview team, coordinating (the assignment of) questions, and notifying each team member of their responsibilities. The system allows for a team coordination page. Each member is assigned a task and when each task is done and reported, the system notifies each team member. The team members are responsible to verify scheduling of interview, editing questions and printing interview packages." *(feature)*

[0065] "References are to be checked through (by) team members in both basic and robust functionality." *(feature)*

[0066] "This evaluation stage lets the user organize all of the data pertaining to the job position and all the candidates.... The processing of the data puts together interviewers overall ratings, average total, match percentage and recommendation. This process results in a summary which is then distributed throughout the (interview) team for analysis." *(feature)*

[0068] "The main steps involved in the hiring process are 2) Coordinating the Interview Teams ..."

[0071] "Fig 23. describes computer screens which coordinate interview teams." *(feature)*

[0073] "IntelliHire helps the (Position Owner) user coordinate Interviewing teams and focus interviewer questioning to avoid redundancy ... then instantly notify team members of their specific assignments via email. By selecting other users to put onto the interview team, (the Position Owner) controls who has access to each of (their) positions. Fig. 18 shows the various steps involved in the interview preparation stage which includes building an Interview Team and coordinating the team. *(feature)*

[0111] "The Interview Module lists the user's view of My Interview, My Questions, and Interview Team." The interview team view provides the user with an overview of the teams to which he or she is assigned, and the ability to further drill down into positions for which the team is currently screening candidates. *(feature)*

Separate from the "Interview Team" features, also consider the following:

[0020] this incorporates other online services as Integrated with IntelliHire through the unique "Integrated Desktop Environment"